

WORKSITE WELLNESS

EVIDENCE-BASE & BEST PRACTICES

MISSISSIPPI STATE DEPARTMENT OF HEALTH
WORKSITE WELLNESS WORKSHOP
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EXPECTATIONS

1. Explain the current evidence base in worksite health and wellness
2. Share the best practice approaches used in the industry
3. Share key metrics that all employers should use to measure their programs

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"What fits your busy schedule better, exercising one hour a day or being dead 24 hours a day?"

Guide to Community Preventive Services

TASK FORCE ON COMMUNITY PREVENTIVE SERVICES



COMMUNITY GUIDE FOR PREVENTIVE SERVICES

- The Community Guide is a resource for **evidence-based** Task Force recommendations and findings about what works to improve public health.
- The **Task Force** is an independent, nonfederal, volunteer body of public health and prevention experts, whose members are appointed by the Director of CDC.

TASK FORCE ON COMMUNITY PREVENTIVE SERVICES

- The **role** of the Task Force is to:
 - Oversee systematic reviews led by CDC scientists
 - Carefully consider and summarize review results
 - Make recommendations for interventions that promote population health
 - Identify areas within the reviewed topics that need more research
- The Task Force hopes **those who use** the Community Guide will:
 - **Use more interventions** that have been shown to work
 - **Use fewer interventions** that have been shown not to work
 - Research interventions for which there is not enough evidence to say whether or not they work

WORKSITE HEALTH PROMOTION

- Worksite policies and programs may help employees reduce health risks and improve their quality of life.
- Worksite interventions can be delivered:
 - At the worksite (e.g., signs to encourage stair use, health education classes)
 - At other locations (e.g., gym membership discounts, weight management counseling)
 - Through the employee health benefits plan (e.g., flu shots, cancer screenings)

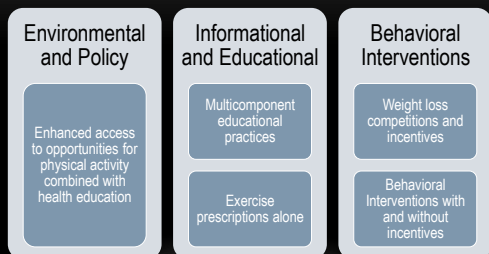
WORKSITE HEALTH PROMOTION

- Interventions to promote season influenza vaccinations - **Recommended**
- Assessment of Health Risks
 - Alone - **Insufficient Evidence**
 - Plus health education with or without other interventions - **Recommended**
- Smoke-free policies to reduce tobacco use among workers - **Recommended**
- Incentives and competitions when used alone - **Insufficient Evidence**
- Incentives and competitions when combined with additional resources - **Recommended**

WORKSITE HEALTH PROMOTION

- Obesity Prevention: Worksite programs to control overweight and obesity - **Recommended**
- Point-of-decision prompts to encourage use of stairs - **Recommended**
- Creation of or enhanced access to places for physical activity combined with informational outreach activities - **Recommended**
- Recommends worksite programs intended to improve diet and/or physical activity behaviors based on **strong evidence** of their effectiveness for reducing weight among employees

CDC'S PROMISING PRACTICES



HERO Employee Health Management Scorecard

BEST PRACTICES

INDUSTRY BENCHMARKS

- Corporate Culture & Leadership Commitment
- Strategic Planning
- Communications/Marketing/Promotion
- Program Components
- Benefits Design
- Incentives
- Program Coordination
- Data Management & Evaluation

Source: the-hero.org

CORPORATE CULTURE & LEADERSHIP COMMITMENT

- Senior Leadership commitment and support
- Management and supervisor education and support
- Employee buy-in and engagement
- Employee Leadership Network – Wellness Champions
- Supportive environments
- Company policies that advocate optimal health

STRATEGIC PLANNING

- Needs assessment
- Initiative goals and objectives defined
- Availability of key program components to employees and spouse/dependents
- Availability of key program components to retirees/disabled
- Population-based approach
- Availability of health care benefits

SAMPLE STRATEGIC PLAN

- Create a sustainable infrastructure within the organization
- Create an integrated evaluation system
- Create a comprehensive communication plan
- Develop an education-based programming model
- Partner with internal department to create healthy environments and health supporting policy
- Partner with health and benefits vendors to leverage resources
- Partner with community resources to engage dependents

COMMUNICATIONS & PROMOTIONS

- Comprehensive communications plan
 - Awareness, promotion, and education
 - Stages of behavior change
- Pre-Launch and launch promotion
 - Purpose, components, value
 - Deadlines
- Regular stakeholder status report
 - All levels of organization, dependents, retirees

STAGES OF BEHAVIOR CHANGE & COMMUNICATIONS



PROGRAM COMPONENTS

- Health Assessment (HA) with follow-up
- Health screening and referrals
- Population-based wellness and health education
- Targeted lifestyle management programs
- Consumer medical decision support

PROGRAM COMPONENTS

- Disease management programs
- Disability and absence management programs
- Safety and ergonomic programs
- Personal electronic health records
- Employee Assistance Programs
- Worksite clinics

INTEGRATED HEALTH LIFE CONTINUUM



BENEFITS DESIGN

- Health Benefits cover prevention and risk reduction
 - Preventive exams
 - Smoking cessation programs
- Health Benefit design supports consumer accountability and informed health care design
 - Consumer Driven Health Plans – How to manage your health care dollars
 - Educated Health Consumer Education

INCENTIVES

- Incentive program incorporated into overall program design to foster participant engagement, responsibility, and compliance.
- Medical premium discounts
- HSA/HRA contributions
- Deductible credits
- Co-pay reductions
- Alternatives – merchandise, raffles, gift cards, cash

PROGRAM COORDINATION

- Coordination of services across the health continuum
 - Employee Benefits, Wellness Program, & EAP
 - Health Plan & Disease Management
 - Occupational Health/Safety, Workers Compensation & Disability Mgmt.
- Partnerships established with health plans and health promotion vendors
 - Regular communication, joint planning
 - Data sharing

DATA MANAGEMENT & EVALUATION

- Comprehensive data analysis and reporting
- Stakeholder interest
- Process evaluation data
- Program participation data
- Participant satisfaction data
- Population health status data
- Health care utilization and claims data
- Presenteeism and productivity data
- Quality of outcome evaluation

EMPLOYEE HEALTH MANAGEMENT BENCHMARKS

EMPLOYER HEALTH DASHBOARD

Program Outcomes	Benchmark
Annual Participation	50% participates in at least one program
Cumulative health Assessment Participation and Health biometrics Screening	Minimum of 80% of population participates during the most recent 3 year period
Participant Satisfaction	90% of participants are satisfied with core elements of program
Health Risk Reduction	2+ % change in annual health risks
Annual Calculation of Program Investment	Program stakeholders are aware of program investment in EHM as a % of total health care expenditures
Annual Calculation of Individual Investment	Program stakeholders are aware of annual calculation of \$ invested per eligible employee in EHM
Return on Investment	.5:1 at end of year one, 2:1 at end of year two, and 3:1 at end of year three

R.O.I.: RETURN ON INVESTMENT

Level	Type of Program	Objective	Limit	Invest (PPPY)	R.O.I.
I	Quality of Life	Caring and fun	Random	\$10 - \$50	1:1 - 1:2
II	Traditional	Programming	Scattered	\$50 - \$100	1:3 - 1:4
III	H.P.M.	Integrated *	Support	\$100 - \$300	1:6 - 1:15

SOURCE: CHAPMAN, AJHP, 2006

How to get there

6 STEPS TO A COMPREHENSIVE PROGRAM



101: BUILDING A SUSTAINABLE FOUNDATION

Basic Question: What works and what doesn't

- Culture Audit and *HERO Scorecard (Benchmarking)
- Environmental and Policy Changes
- Assessment and Evaluation
 - Interest Survey and focus groups
 - Leadership Survey



201: AWARENESS WITH CHAMPION, CHOICES, SOLUTIONS

- Assign a worksite champion to coordinate the efforts
- Assemble organization and committee to lead initiative
- Offering some lifestyle and condition programs onsite
- Measuring satisfaction and process evaluation
- Find discounts with local providers
- Linking to Employee Benefits, Safety, HR, etc.



301: ENGAGEMENT OF CULTURE, CREATIVITY, COMMUNITY

- Assign a worksite champion to coordinate the efforts
- Assemble a committee to lead initiative
- Offering more lifestyle and condition programs
- Measuring behavior change and process improvement
- Find more discounts with local providers
- Linking to Employee Benefits, Safety, HR, etc.



401: EVALUATION OF CLIMATE, PROGRESS, & PARTICIPATION

- Incentives are use to promote participation
- Training includes health topics and health messages
- Formal community rewards/perks programs
- Heath and Fitness classes onsite
- Measuring culture, climate, and presenteeism
- Early stages of integration



501: CULTURE, CREATIVITY, COMMUNITY

- Worksite champion and executives speak on program
- Awards are giving as part of employee recognition
- Create own community health plan
- Measure financial impact on total cost of health
- Link to performance appraisals – support and promote



601: BEST WORKPLACE FOR HEALTH AWARDS!

- Worksite champion and executives pick up awards
- Performance Appraisal questions on satisfaction, interests, and needs
- Healthy Enterprise
- Full Blown evaluation linking costs, risks, participation, and engagement

TAKE A SMALL STEP TO GET HEALTHY

www.smallstep.gov

Ad Council.org

small step no. 10

REPLACE SUNDAY DRIVE WITH SUNDAY WALK

TAKE A SMALL STEP TO GET HEALTHY. Get more at www.smallstep.gov

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